

Bob Menrad

# **OUR PEOPLE WORKING GROUP**

## **- *STATUS* -**

FPD "All Hands" – April 19, 2011  
"Our People" Debrief

# ***OPWG...Why we're here...***

## **Area's for Breakthroughs:**

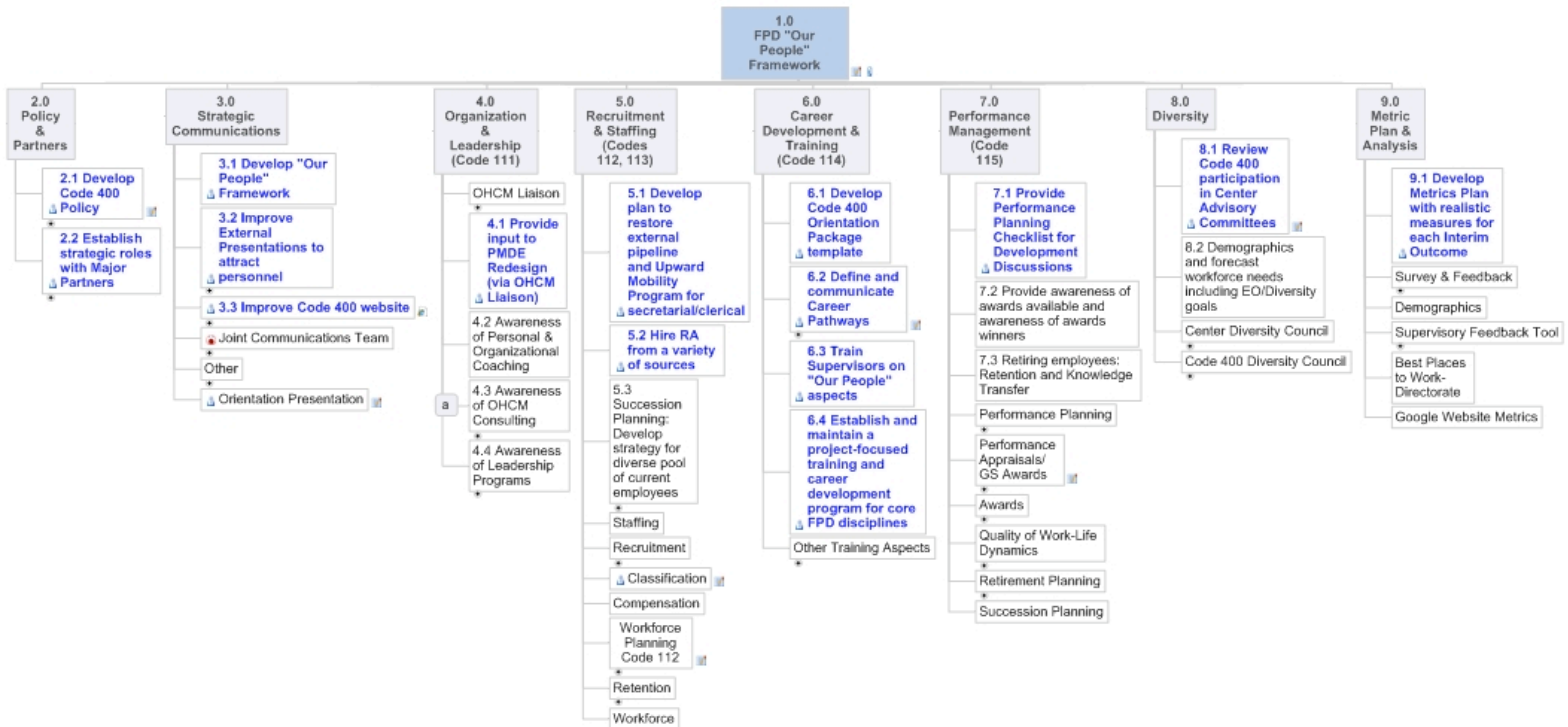
- 1.UPDATE** and **ENHANCE** the FPD “Our People” framework.
3. Increase the **TRANSPARENCY** and **EFFICIENCY** associated with how the GSFC workforce can leverage FPD-specific opportunities and professional development strategies.
4. Promote increased **DIVERSITY** and **INCLUSION** primarily through competitively-based processes.
5. Promote **CLARITY** by illustrating common – but not exclusive – career pathways, including defined entry/exit points, for program/project management, resources management and administrative support practitioners.
- 6.MODERNIZE** the professional development toolset available to the workforce including, but not limited to, enhanced **MENTORING, SELF-ASSESSMENTS** and **INFORMATIONAL INTERVIEWS**.
7. Facilitate a **SMOOTH TRANSITION TO FUTURE GENERATIONS** by increasing the number of viable candidates for future leadership positions at all levels.

# OPWG Membership as of April 2011

- 443/Ahmed, Tanjira
- 470/Brumfield, Mark
- 420/Bryson, Jonathan
- 400/Decker, John
- 460/Eason, Reggie
- 400/Hamby, Debbie
- 420/Ketchum, Eleanor
- 454/Liu, Jane
- 401/Malinovsky, Peter<sup>1</sup>
- 420/McCarthy, Tom
- 430/Mitchell, David
- 448/Peddie, Cathy
- 401/Seas, Antonios
- 401/Smith, Donna<sup>1</sup>
- 430/Sparacino, Susan
- 111/Swann, Donna
- 472/Turner, Nicole
- 441/Vasudeva, Priti

<sup>1</sup> Ex Officio members





## The OPWG “Framework”

- defines the scope and depth of our efforts to update and modernize how FPD creates an environment that enhances an individual’s ability to define a professional development plan that supports progressing towards their ultimate career aspiration.



# Summary of Planned Accomplishments

- 2.0 – Policy & Partnerships
  - Creating the guiding principles for how to exploit the unique environment that FPD offers
- 3.0 – Strategic Communications
  - Get the message out!
  - Providing clarity of what the opportunities are, how one prepares for them, and where to go to get more information or incorporate the opportunity into their career development plans.
  - To be placed on FPD website.
- 4.0 – Organization & Leadership
  - Re-invigorating PMDE to ensure the right content, focused to the communities needs, with measureable outcomes

# Summary of Planned Accomplishments (cont.)

- 5.0 – Recruitment & Staffing
  - Creating a competency-aligned career progression roadmaps for each core discipline in the Flight Projects Directorate identifying “on and off” ramps where practical, as well as highlight sources for appropriate experience(s) and/or training
- 6.0 – Career Development & Training
  - Implementing an integrated orientation strategy for the Flight Projects Directorate for employees highlighting current career roadmaps and resources
- 7.0 – Performance Management
  - Highlighting for supervisors how to effectively utilize tools to evaluate, reward and strengthen performance

# Summary of Planned Accomplishments (cont.)

- 8.0 – Diversity
  - Integrating diversity across all of our people activities
- 9.0 – Verification & Metrics
  - Working to ensure that the results from the original interviews and collected insights are not lost and effectively integrated into our efforts
  - Implementing measures that will be used to manage the implementation

# OPWG Summary – April 2011

- We have broken up our effort into discrete “packages” and are now working them off
  - Our intent is to complete our work by October 2011
- New members are always welcome!
  - We meet twice a month (2-hours each meeting)
  - Committees have autonomy to work in the best way to complete their work (e.g., email, telecon, etc.)
  - It does not matter what your current position is or your experience level...you can make a difference
- As this rolls-out, please ask questions and provide feedback